



FACTORS THAT SUPPORT AND INHIBIT THE LEVEL OF WOMEN'S PARTICIPATION IN CULTURAL DESTINATION DEVELOPMENT IN THE TRADITIONAL VILLAGES OF TAKPALA AND MONBANG

Desis Plantina Halena Mautuka¹, Antonius Koby²

¹²Fakultas Ekonomi Universitas Tribuana Kalabahi – Alor – NTT

Abstract

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The results of the study show that the level of women's participation is very low in decision-making, so that women in Takpala and Monbang Traditional Villages are forced to participate in tourism activities such as the formation of weaving, *Sanggar groups* and maintaining environmental cleanliness. Factors that encourage the progress of cultural tourism destinations such as women's self-awareness, family support and women's hopes and desires. Inhibiting factors such as the weak involvement of women in the development of cultural tourism destinations, lack of infrastructure to support women's activities in tourism, and patriarchal culture so that efforts to increase women's participation are to involve women in the decision-making process, implementation of decisions and supervision. It was concluded that the level of female participation was low because there are factors which hinders the level of participation so that there are efforts to increase it. women's participation rate. On the other hand, the government, Tourism Office and Culture Office need to collaborate and work together to conduct outreach. and training for women related to tourism as an activity that can support creativity, develop skills, create new innovations for women's groups in Takpala and Monbang Traditional Villages.

Keywords: Factors, Supporting, Inhibiting, Participation, Women, Cultural Tourism, Takpala and Monbang Traditional Villages

(*) Corresponding Author: DesisPlatinaMautuka@gmail.com

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INTRODUCTION

The development of tourism in Alor Regency is inseparable from the various contributions of the government, investors, entrepreneurs, the community, and other *stakeholders*, especially women who play a role in the progress of the region. One of these women is Sri Inang Ananda Enga, who is the figure behind the progress of tourism in Alor Regency. In 1990 Host opens a business Her parents' travel agency, and Inang made a tour by providing various tour packages and providing *tour guides* for tourists and promoting various natural and cultural destinations in Alor Regency, so that in 2000 tourism in Alor began to be known by tourists and many tourist visits to various destinations in Alor Regency, with these visits the government saw Inang's efforts so that he was appointed as head of the destination development sector tourism and promotion within the scope of the

Tourism Office and was given the trust to follow activity Autonomy Indonesia *Expo* in Jakarta on year 2001 During the activity, Inang met Sehiji Okawa, a cultural tourism observer from Japan, which resulted in an opportunity to work together promoting Alor tourism (Tribuanapos, 2020)

In 2004, the Alor Regency government and the Tourism Office held the Alor *Expo for the first time* , showcasing handicrafts from women, ranging from woven items (nyiru, baskets, fans, bags, clothes, bracelets, hair buns), traditional clothing, *fashion shows* , and clothing. weave and bark clothing displayed from 17 sub-districts in Alor Regency, cultural festivals, and *Sail Indonesia* which was attended by the Minister of Tourism I Gede Ardika to open the Alor *Expo activities* so that Alor becomes increasingly known to local and foreign tourists.

In 2010 Ineng served as Secretary of the Tourism Office and in 2014 Inang was appointed as Head of the Tourism Office, but in 2015 Inang resigned as a civil servant and no longer served as head of the office and was replaced by Florence SY Gorangmau who had a legal education background so that tourism development could not be managed well. Furthermore, the current head of the office is also a woman named Ribka S. Jayanti and is assisted by several staff, most of whom are women, there are about six people who hold positions in the structural organizational chart.

However, they have not been actively involved in tourism development. in various activity tourist And Still become support tourism development, this can be seen from the lack of trust for women to make policies and decisions in tourism development so that the implementation of 4 A (Attractions, Accessibility, Amenities and *Ancillaries*) can be implemented well and tourist destinations managed effectively. However, because men are inherently more dominant and powerful, and women's freedom of movement is restricted, even when women hold high positions, they still follow the decisions made by men (Andani, 2023), which can lead to *gender inequality* . However, according to Darmayanti and Budarsa (2021), women have been the ones who have contributed more to the family economy during the Covid-19 pandemic.

At the time of initial observation, it appears that the participation of Alor women in tourism development has begun to become increasingly popular since 2014, where women created organizations, sewed woven clothes, and as group leaders in mala *tour activities* who work as *tour guides* , Novi Donuisang formed the *Zoom Alor organization* , where this organization plays a role in promoting the beauty of Alor Regency and the activities of the Weaving Festival, culture, *Lego-Lego Dance* , *Moko* , as well as natural and cultural beauty such as marine tourism, cultural tourism, waterfall tours, pools, Dugong Fish Festival, and mountain tours.

Apart from that, Verolis Sailana is a tailor who modifies woven clothes from various sub-districts in Alor Regency which will be used for weddings and especially worn by women to be performed as show culture And *fashion show* on activities *Expo* Alor in every years and Carmila is a woman who has foreign language skills, so Carmila joined the *Mala Tour organization* , to become a tour guide , Carmila became the group leader in the *Mala Tour organization* which has 80 members, 60 of whom are men and 20 are women.

On the other hand, women's participation in micro, small and medium enterprises (MSMEs) is seen in small businesses selling culinary delights such as

rambut cake, corn dots, bosc corn, and betel nut sold in markets, pelabuhan, airports, and along the Alor district road, 90 percent of which are carried out by women's groups. This is what is also experienced by women in Takpala and Monbang Traditional Villages, where one of the prominent women's activities in tourism activities is souvenirs. According to Putra (2021), souvenirs are one of the components that play an important role in supporting tourism development, so that women can increase their income and provide job opportunities for them.

According to Sugiyah (2010), participation is classified into two types based on the method of involvement: direct participation, which occurs when an individual displays certain activities in the participation process. This type of participation occurs when each person can express their views, discuss issues, and raise objections to other people's wishes or statements. Indirect participation, which occurs when individual delegate his participation rights to others. Women participating in weaving and weaving activities as well as souvenir making in Takpala and Monbang Traditional Villages, tourism industry players have not fully felt the positive impact of the tourism industry. Women who are active in the tourism sector, especially handicrafts made by women, do not receive attention from the Tourism Office and the Culture Office for the development of tourism products, and the most urgent problems in the two villages are the lack of human resources (HR), women do not have the power to express their opinions, and the lack of women's participation in tourism development.

METHODS

Data collection based on observation using the eyes, Ears, directly without using standard observation tools, can also be called observation (Subana and Sudrajat, 2001). Observation is carried out to collect data from data sources in the form of events, places, objects, as well as recordings and images. In this study, the technique was carried out (*participant observation*), namely by involving the research participants. self or interact on activity Which done by subject research in the environment, besides that also collecting data systematically in the form of field notes.

Through participant observation, the researcher used a small notebook to obtain concrete information for the research. It can be concluded that in this study, the author will conduct direct observations of women's participation in the development of cultural destinations in the Takpala and Monbang Traditional Villages in Alor Regency. Observations were conducted for three weeks, followed by scheduled interviews.

Interview

Interview is method collection data with submit Questions to respondents directly (Siswanto, 2011). In this study, data collection techniques were used with *in-depth interviews* and question and answer sessions with informants to obtain data on related matters. with research problems. This interview will use a prepared question guide. Based on the concepts and theories of the problem being studied, interviews will be conducted with several informants, including government officials, community leaders, traditional elders, heads of *the Japura* and *Ehengahulu studios*, and women's groups participating in the development of the Takpala and Monbang Traditional Villages.

List Informant Table 3.2

Stakeholder	Amount	Information	Informant
Manager	1	Chairman studio Jayapura Takpala	Informant
Village	1	Chairman Ehenghulu Studio	Informant
Traditional	2	Woman Which do activity weave And woven Takpala	Informant
Takpala	2	Woman Which do weaving activities in Monbang Traditional Village	Informant
Head Studio	1	Head Service Tourist District Alor	Informant
Jayapura Takpala			
Government	1	Development Destination Alor Regency Tourism	Informant

Documentation

Documentation is conducted to obtain secondary administrative data and documented activity data at both the group and organizer levels. According to Arikunto (1992), when using the documentation method, researchers hold *a checklist* to search for predetermined variables. When a desired variable appears, the researcher simply places a checkmark *in* the appropriate place. In this study, documentation was used to search for data regarding variables in the form of notes, newspapers, and magazines to obtain a general overview of the research and to take photographs.

Technique Determination Informant

Technique determination informant in study This will done in a way *purposive sampling*. (Creswell (2009) put forward that in studies Phenomenology, the participants may be located somewhere, although they do not need to be, most importantly they must be individuals who have experienced the phenomenon being explored and articulated their experiences, therefore, the determination of informants depends on the capabilities of the person who will be interviewed to be able to articulate their experiences, so that in this study the researcher has informants who truly have the capability because of their experience and are able to articulate their experiences and his views on a problem that will be asked. In this study, the informant selected by *Snowball* and interviewed in stages.

The primary research subjects were the heads of *the Japura Studio* in Takpala and *the Ehenghulu Studio* in Monbang; the Alor Regency government (the Tourism Office and the Culture Office) and women active in the tourism sector in the Takpala and Monbang Traditional Villages. The criteria used in this study were men and women with experience in the tourism sector and those aged 20-60 years old.

RESULTS & DISCUSSION**Results**

Factors That Support or Inhibit the Level of Women's Participation in Cultural Destination Development in the Traditional Villages of Takpala and Monbang

Developing cultural tourism destinations involves several factors that influence community participation and support the success of a program, but there are also several factors that hinder its success. Factors that can influence community participation in tourism development can be positive, meaning they have a driving force for tourism development, or negative, meaning they do not support or hinder it. growth tourist. Woman in Village Traditional Takpala and Monbang have several factors that support or hinder tourism growth as follows.

Factor Which Support Level Participation Woman in Takpala and Monbang Traditional Villages

In this study, the factors that support women's participation are women's self-awareness, family support, women's hopes and desires in Takpala and Monbang Traditional Villages, which can be explained as follows:

1. Awareness Female Self

The self-awareness factor can influence community participation in decision-making in decision-making deliberations in decision-making in development planning deliberations self-awareness because there is encouragement from the community in the form of traditional habits and responsibilities towards group leaders or the government, but encouragement from conscience without coercion from other parties, (Darin et al., 2022). The awareness or ability factor is community participation in a development activity that arises from encouragement from within oneself. Participatory awareness is the willingness of the community to sacrifice in providing time, energy, thoughts and materials to influence decision-making. decisions in implementing development.

Women in the Takpala and Monbang Traditional Villages are aware of the development of tourism, which is aimed at preserving wisdom local like weave, woven, And manufacturing souvenir, *the Japuran Studio* and *Ehengahulu Studio* were formed to women with spontaneous awareness. In addition, with the formation of *the Sanggar Japura* and *Sanggar Ehengahulu groups*, women's groups can play an important role in the success of the programs that have been decided upon, as conveyed in the interview excerpt with head of *the Japura Dance Group* in Takpala Traditional Village.

".....I formed *the Japura Studio* with the aim of developing tourism in Takpala Village with a work program agreed upon by several community leaders, women were not given the opportunity to convey their suggestions. However, in carrying out tourism activities Women voluntarily join spontaneously to participate according to their respective duties", (Interview, December 18, 2024).

Agree with results interview chairman group *Studio Ehengahulu*

say: "...Women in Monbang Traditional Village do more of their work as farmers, looking for candlenuts to sell and weaving so that I and several community leaders " We formed *the Sanggar Ehengahulu* group so that women could develop their potential as weavers. And women are happy to join the *Sanggar Ehengahulu* group to *participate* in tourism activities, thereby preserving local culture and improving the household economy." (Interview, December 14, 2024). Based on results Interviews with these informants concluded that the primary

supporting factor was awareness of the economic benefits derived from tourism activities. Women directly experienced the positive impact of increased tourist visits, which led to increased income from the tourism sector, such as selling textiles and souvenirs. And woven. Besides benefit economy awareness will importance Preserving local culture is also a driving factor for tourism. Women are aware that by preserving culture will maintain cultural identity and increase the interest of tourist visits.

Support from community leaders and traditional elders, as well as the heads of the *Japura* and *Ehengahulu studios*, also plays a crucial role in encouraging community involvement. These figures serve as opinion leaders who can influence women's attitudes and actions. Overall, these findings indicate that women's participation in the development of cultural tourism destinations in the Takpala and Monbang Traditional Villages is driven by a combination of economic and socio-cultural factors, as well as the important role of women in the development of cultural tourism destinations in the Takpala and Monbang Traditional Villages. Woman.

The results of this study reinforce the findings of Muluk and Khoirul (2007), who stated that community awareness of participation can arise from a sense of community interest in development planning, which can significantly influence the implementation of tourism development, which can have an economic impact on the community. This finding is similar to the results of this study, which found that the self-awareness of women working in tourism can have a positive impact on increasing economic income for women in the Takpala and Monbang Traditional Villages.

2. Family Support

The family is the smallest social system that has a very important role vital in achieving household welfare, in this case family support become important in do various activity Which productive.

Friedman (2013) said that family acceptance of its members takes the form of informational support, appraisal support, instrumental support. And support emotional so that member family feel There is who cares. People in supportive social environments generally have better conditions because family support is considered the most important support in carrying out various activities. A similar experience is experienced by women in the Takpala and Monbang Traditional Villages who participate in tourism. Women are accepted to become drivers in the tourism sector because they are supported by their husbands or heads of households. As conveyed in an interview excerpt with Mrs. Nofleni Kafolamau in Takpala Traditional Village

"...As a housewife, I can manage my time well to take care of household needs and then do tourism activities. My husband is very supportive, so if there are visitors and we are given information about doing the lego-lego dance or picking up guests, I will join in." (Interview, December 18, 2024).

The same is the opinion of Agustina Peni in Monbang Traditional Village ".....my husband is very supportive of my activities in the tourism sector, because tourists don't visit Monbang Traditional Village every day, so when there are guests, my husband allows me to receive them and provide for their needs," (Interview, December 20, 2024).

Based on the results of interviews with the two informants, it can be concluded that the supporting factor is family support in providing opportunities for women to be active in the tourism sector. Woman in the field tourist supported by family so that Women are driving forces in developing tourist destinations by embracing local culture and customs. Women are often associated with the domestic sector, but with support from their families or heads of households, they can participate in the public sphere.

Support from men is shown by providing a place to sell woven fabrics, woven goods and souvenirs, when guests come, men welcome them and explain the history of the founding of Takpala and Monbang Villages which has become an attraction for tourists to visit the two villages so that with this support women with a strong work ethic in the tourism sector, supported by family, community leaders, traditional leaders and the *Sanggar Japura* and *Sanggar Ehengluhu* groups.

The results of this study reinforce the findings of Marni and Hasbulla (2025), who stated that community support provides confidence in implementing planned development programs. This together with the results of this study who found that Support from the family will have a positive impact on women to remain enthusiastic in carrying out various activities in the tourism sector.

3. Hopes and Desires of Women in the Traditional Villages of Takpala and Monbang

Women's participation in implementing decisions made by men can be influenced by the hopes and desires within the women's group. These hopes and desires are desires that originate within the individual. women towards better tourism development. Women expect tourism to progress so that unconsciously this leads them to participate by carrying out the plans that have been made. decided. If the plan is implemented well, women's participation in tourism can provide economic benefits and preserve sustainable local wisdom. This demonstrates that hopes and desires influence women's participation in implementing tourism development plans in the Takpala and Monbang Traditional Villages.

Based on the research results obtained, women have the enthusiasm to participate in tourism activities so that local culture and wisdom that are carried out every day can be known by tourists, women realize that with the decisions of men who are traditional leaders, communities and heads of *Sanggar* can be realized by women, this shows that women have a high level of trust in men's decisions so that women's hopes and desires are always the reasons that support them to participate as implementers for women's groups in Takpala Village and supporters for women in Monbang Traditional Village in tourism development.

As conveyed in the interview excerpt with Mrs. Rian Etiquette in Takpala Traditional Village

“.....we women work based on the decisions of men, where we carry out every decision. If there is a tourism program such as cleaning tourist attractions, making souvenirs, then we carry out these activities,” (Interview, December 18, 2024).

The same is the opinion of Mrs. Yulinda Awola in the traditional village of Monbang

“.....we realize that men have the authority to make decisions so we don't argue if there is a decision we have to make,” (Interview, December 20, 2024)

Based on the results of interviews with the two informants, it can be

concluded that the supporting factors are the hopes and desires of women in the Takpala and Monbang Traditional Villages who do not reject decisions that have been made by traditional elders, *Sanggar heads*, and community leaders. in both villages.

The results of this study support research by Abdillah (2021), which explains that every community hopes for their environment to become more advanced, allowing them to be directly involved in the decision-making process that determines all the community's needs. This is also evident in the Takpala and Monbang Traditional Villages, where women carry out decisions conveyed by man to support sustainable tourism.

Factors Inhibiting the Level of Women's Participation in the Traditional Villages of Takpala and Monbang

In this study, there are three factors that hinder the level of women's participation, namely the weak involvement of women in management of cultural tourism destinations, lack of infrastructure to support women's activities and patriarchal patterns which can be explained as follows:

1. The Weak Involvement of Women in the Development of Cultural Tourism Destinations

The Takpala and Monbang Traditional Villages possess unique local cultural characteristics that enable them to be managed by the local community. One example is the women's group, which has significant influence in participating in tourism activities in the public sphere. However, research has shown that women's involvement in tourism development, such as weaving and weaving, providing accommodation, providing food and drinks, making *souvenirs*, and providing *women's guides*, is limited.

Matter This caused by because of women consider that Participating in tourism does not guarantee economic growth, so they prefer to look for candlenuts for sale and farming. There are also women aged 60 and above who live in both villages, so they are not involved in tourism activities. In addition, the productive population (young women) in Takpala and Monbang Traditional Villages prefer to work as teachers, office workers, vegetable sellers, betel nut sellers, cassava sellers, and other commodities at Kadelang Market and Kalabahi Market. Some other women choose to work in cities such as Bali, Surabaya, Kalimantan, and Jakarta.

Judging from the interview excerpt with Mrs. Nela Yetimau, it explains as follows.

“.....most young people leave the village to work in the city, and some work at school so they are rarely involved activity tourist, so that we a number of Woman still

"Together we build tourism in the village", (Interview, December 7, 2024)

Based on interview results with the informant It can be concluded that the factor that hinders the development of tourism destinations is the lack of women's involvement in tourism development because some women are elderly, women work in other fields and work as farmers and some choose to work in other cities, resulting in weak women's involvement in tourism development.

The results of this study strengthen the findings of Adinda Fitri et al. (2022) stated that the weak involvement of women in tourism development due to age factors and choosing to work elsewhere is a problem for women's groups to

contribute in the tourism sector. This finding aligns with this study, which suggests that the lack of women's involvement in tourism development has hampered the development of cultural tourism destinations in the Takpala and Monbang Traditional Villages.

2. Lack of Infrastructure to Support Women's Activities in Tourism

The development of cultural tourism destinations in the Takpala and Monbang Traditional Villages has not been optimally developed due to a lack of infrastructure to support the buying and selling of handicrafts prepared by women. Based on research on women in the villages, Traditional Takpala sell cloth weave, woven And manufacturing souvenirs every day, so they really need a place or It is difficult for small figures to sell their woven and woven products and souvenirs. This is an obstacle for women's groups who are forced to sell their crafts in warehouses, under trees. Some even simply hold the cloth to offer to visitors traveling to the site. Based on the results of this study, it was concluded that there is a lack of infrastructure to support cultural tourism activities.

The results of this study reinforce the findings of Zepnat et al. (2022), who stated that public and social infrastructure, such as the provision of small and medium-sized enterprises (MSMEs), can improve community welfare. Therefore, inter-regional development disparities are a significant concern and a priority for infrastructure development by the government to support tourism development. These findings echo those of this study, which suggests that the Alor Regency government Keep going build infrastructure specifically means infrastructure Which support such as providing sales places for women's groups as well as infrastructure that supports tourism development in the Takpala and Monbang Traditional Villages .

3. Culture Patriarchy

Patriarchy is a social system that places men as the main, central figures in social organizations. In general, patriarchal culture is man own influence Which big or more tall his position Compared to women, men are considered to have full responsibility as leaders. Patriarchal culture assumes that women do not have the right to be household leaders. Instead, they have the right to be managed and work in the domestic sphere, which is their responsibility. they become his identity so that Women's role is still synonymous with diverse tasks such as cooking, laundry, childcare, and other domestic chores. However, with the advancement of technology, information technology, and human intellectual capabilities, women can work in various public sectors, including tourism. Women can realize their potential in tourism, thus positively impacting household finances.

Takpala and Monbang Traditional Villages still have traditional patterns patriarchal system where men have a higher position than women, they can even make decisions in the household or in meetings in tourism development. Takpala and Monbang women work in the domestic sector as housewives who take care of their husbands and children's needs and provide for the household, in addition to women working in the public sector in the tourism sector, they are the main drivers in the tourism sector. However, there are differences between women's groups in Takpala and Monbang Traditional Villages where women in Takpala Village work as implementers in the tourism sector by selling woven and woven fabrics and souvenirs while women in Monbang only participate as a supporter of their work

based on orders man.

However, women in the Takpala and Monbang Traditional Villages are not involved in decision-making; they only attend meetings and participate as food and beverage providers and *cleaning service providers*. Therefore, it can be concluded that women in the Takpala and Monbang Traditional Villages are not involved in decision-making. Takpala and Monbang only act as support and implementers because patriarchal patterns are still the main factor in the development of cultural tourism destinations.

The results of this study reinforce the findings of Fitriana et al. (2020), who stated that women have roughly the same level of participation as men, but patriarchal patterns persist, resulting in women still working under the authority of men. This poses a problem for tourism development. Same as with the findings in Village Traditional Takpala and Monbang where patriarchal culture strongly dominates the development of cultural tourism destinations, so that it becomes a problem for women to participate in domestic and public fields.

4. Obstacle Structural And Social Culture

Structural and sociocultural barriers to women's participation refer to constraints stemming from systems, institutions, or policies that are biased or unresponsive to women's needs and potential. Research in the Takpala and Monbang Traditional Villages reveals that patriarchal social structures still create significant inequalities in access to education, health care, employment, and political representation. One of the most obvious forms of structural barriers is One of the challenges is women's limited access to education. This directly impacts their ability to compete in the formal sector, which demands skills and higher education. In the tourism sector, women also face structural inequalities in terms of access to productive resources, such as becoming group leaders. Structural barriers in the form of a non-inclusive political system and the dominance of patriarchal culture within political parties make it difficult for women to enter and survive in politics. In addition to formal structures, cultural norms and values inherent in societal life also significantly hinder women's participation.

Patriarchal culture, which places men at the center of power and authority, remains deeply rooted in many communities, particularly in rural areas. Gender stereotypes that place women solely in the domestic sphere and men in the public sphere have limited women's freedom of movement. This is evident in the unequal division of labor, where women are burdened with household and caregiving duties without equal recognition or economic compensation. Conservative cultural values also tend to pressure women to submit to male authority. Good in family and community. Woman in Village Traditional Takpala and Monbang who want to participate in public activities in tourism have not been trusted to become group leaders, but men who are at the highest organizational structure are the leaders. *Japura Studio* and *Ehengahulu Studio*. This internalizes the perception that involvement Woman in field public is not matter Which according to its nature.

Efforts to Increase Women's Participation in the Development of Cultural Tourism Destinations in the Traditional Villages of Takpala and Monbang

Efforts to increase participation are one way to achieve company goals in relation to long-term goals. long, follow-up program as well as priority allocation

source Power. Effort is Wrong One business or *action* (continuously) increase) Which Keep going continuously as well as done Based on a perspective expected in the future, Dimyati et al. (2020) stated that strategic efforts are an overall approach related to the idea, planning, and execution of an activity within a certain timeframe. In developing a tourist destination, comprehensive planning is required. about how village or district governments, even at the national level, can improve the quality of community participation in developing tourism. effectively and efficiently.

In carrying out this planning, development subjects are required to be responsible for the future and life of the community as a whole. Planning does not only compile development activities, but also plans programs that will support and create good community services, including efforts to improve the performance and capacity of the management system, Siagian (2007). The government's strategy in increasing community participation in policy or development so that the community can develop assistance to achieve good results.

The Alor Regency Government has a priority scale of development needs with a tourism development mission so that the Lembur Barat Village and Kopidil Village governments make tourism a development priority, this is important for the government and the community to have a very large role in developing sustainable tourism and making the Takpala and Monbang Traditional Villages even better than before. In carrying out the planning there is participation of women who are the driving force of cultural tourism destinations in both Takpala and Monbang Villages. The involvement of women is very important because it is part of the representation of women who participate directly in tourism development activities, so that efforts are made that women are required to participate in every stage of planning. Based on the regulation of the Minister of Home Affairs number 114 of 2014 concerning village development guidelines, there are three indicators as a measure of development implementation, namely decision making, decision implementation, and supervision of decision implementation.

1. Involving Woman In Decision -making

Takpala and Monbang Traditional Villages were formed based on local community initiatives with the aim of preserving life communities that have been abandoned by their ancestors and community leaders And old customs do various effort For increase women's participation through decision-making by providing opportunities for women to be involved in decision-making through planning in the development of cultural tourism destinations carried out by community leaders by involving women in Traditional Villages Takpala holds meetings every two months on Thursdays, while Monbang Traditional Village holds meetings every Wednesday. The women's groups' participation in the planning and decision-making process in Takpala and Monbang Traditional Villages is as follows:

a. Planning in Village Traditional Takpala

The planning carried out by community leaders and traditional leaders involved all women's groups in Takpala Traditional Village to attend meetings held in the residents' warehouse and provide the widest possible opportunities for women to participate through planned activities. The initial plan was the formation of *the Japura Studio* which became the main agenda for discussing all activities that

would be carried out in the future, such as women selling handicrafts, tourist attractions culture, providing accommodation, food, drinks and providing betel nut as well as building toilets and cleaning warehouses and traditional houses. With tourism development, the village government sees that there are many benefits from tourism activities in Takpala Village, so the government supports this by programming water pump near the residents' warehouse and making the *Moko Monument* inside the monument. The certificate of the Takpala Traditional Village Tourism Award is stored.

In *carrying* out the planning of a tourism component that is designed, there is participation of women in tourism development. in order to run well, and provide the expected results so that women can utilize the results of the planning. The development planning in Takpala Traditional Village planned by community leaders and traditional elders has not been fulfilled due to a lack of human resources and funding, while the government program of West Lembur Village regarding the construction of a water pump can run well but the construction of the *Moko Monument* cannot run well because there is no support from the community in Takpala Traditional Village. However, from the planning, the women's group formed by *the Japura Studio* continues to run programs such as tourist attractions, souvenir making, weaving and weaving as well as providing accommodation and food and drinks without being asked for accommodation and food and drinks costs. This is because the *Abui Tribe community* or Village Traditional guard tradition life in era formerly Which living a life of sharing so that cultural values are not lost from this habit. So that It can be concluded that in every meeting between community leaders, traditional elders, and the head *of the Sanggar* , tourism activities to be carried out and cultural values to be preserved are planned. As quoted in an interview with traditional elder Martinus Malaipada, he stated.

"...we are planning programs to support tourism development, such as building toilets and providing sales outlets for woven fabrics, weavings, and souvenirs. We are doing this to the best of our ability with the capital we have obtained from community self-help. We also support... plan development tourist with give chance to Woman For participate in field tourism", (Interview, January 6, 2025)

Based on the results of the interview with Martinus Malaipada, it can be concluded that the planning carried out by community leaders and traditional elders can executed in accordance program But Not yet all plan executed well due to the lack of funds and support from the Lembur Barat Village government.

b. Planning in Village Traditional Monbang

Monbang Traditional Village is a tourist spot far from residential areas, this village was formed after the community saw Takpala Traditional Village developing into a cultural tourism spot so that several community leaders gathered and determined the potential for cultural tourism to be developed, several community leaders decided to make local life the main attraction so that the initial planning was carried out at Mr. Moses Oukoli's house for deliberations carried out by community leaders and traditional leaders as well as women who had the opportunity to attend meetings held every week, namely on Wednesdays, this meeting involved. The agenda or plans discussed were the formation of *the Ehenghulu Studio* , the formation of a weaving group, the construction of a

warehouse which become characteristics typical of *the Ehenghulu Studio* , manufacturing small house for the place to exchange traditional Kabola clothes (there is a rental of traditional Kabola clothes made of leather) wood and accessories) involving women's groups and making clothes from bark made from Kaa bark carried out by Mr. Moses Oukoli process manufacturing the wood only in can be done by men men, while according to the plan, women can only weave and sell at the market.

The planning that carried out by community leaders, traditional elders and Some of the people who attended the meeting were able to run well, but there were some in the planning Not yet There is program regarding the construction of toilets and the creation of sales places for Women are encouraged to sell their woven products. In this planning, women were involved only as complementary parties to support the program. As quoted in an interview with the head of *the Ehenghulu Studio*, Moses Oukoli, stated.

“.....we see the cultural potential in Monbang Village that can be developed into a cultural destination, so I and several community leaders and traditional elders sat down and discussed planning a program related to tourism, and involving women in the planning and decision-making process”, (Interview, January 8, 2025)

Based on the results of the interview with Moses Oukoli, it can be concluded that planning and decision making carried out by community leaders and traditional elders can be carried out according to the program by involving women in the decision-making process. In addition, there is no program from Kopidil Village to approach the community to be able to work together in planning programs related to development. tourism in Monbang Traditional Village.

From the two plans in decision making above, it can be concluded that Takpala and Monbang Traditional Villages have development plans that involve women, which is an initial stage in the process of developing tourism which is more dominant. designed by stakeholders in a deliberation attended by the people of West Lembur Village and Kopidil Village.

The results of this study reinforce the findings of Dewi et al. (2022), who stated that tourism area development planning is a form of planning and decision-making that reflects community needs in its development process and truly involves stakeholders and the community in program development. This finding is similar to with study This Which find that figure The community, traditional elders and *Sanggar leaders* carry out planning by involving women in decision making in the Takpala and Monbang Traditional Villages.

c. Woman Involved In Organizational structure

Planning is the systematic preparation of something to achieve a goal. Planning is a way to achieve goals effectively and efficiently using existing resources. Planning is a crucial process, involving not only leaders but also everyone in the organization to formulate action plans and strategies for achieving goals.

Women in the Takpala and Monbang Traditional Villages carry out tourism-oriented activities which are organized in the form of organizations by utilizing existing resources, both human and natural. as well as uniqueness local Good That physique And non-physical as factor main tourism drivers. This way,

women are prepared for tourism by providing training for artisans and providing the younger generation with a good education to participate in developing the potential of future cultural tourism destinations. In the development of cultural tourism destinations in the Takpala and Monbang Traditional Villages, women are encouraged to become group leaders and have an organizational structure that functions to manage all tourism activities, especially in the souvenir sector, such as weaving and woven goods. In planning the development of cultural tourism destinations, women have the opportunity to participate in various tourism activities planned with stakeholders. A monthly meeting agenda is held that involves all women and discusses the development of cultural tourism destinations. Another planning effort is providing opportunities for women to improve their education in the tourism sector, with the goal of advancing cultural tourism destinations and empowering women through digital technology.

d. Participation of Women in the Traditional Villages of Takpala and Monbang in the Decision Making Process

Decision making is the process used to choose an action as a way of solving or a systematic approach to a problem, collecting facts and data, carefully determining the alternatives faced and taking action which according to calculations is the best action. Which most appropriate, matter the done in formulate by government, traditional elders and community leaders, but in an effort to increase the level of participation of women, they are involved in the decision-making process for programs that have been designed, such as cleaning cultural tourism destinations, carrying out tourism activities (making souvenirs, woven and woven products), providing *homestays*, food and drinks, as well as participating in cultural tourism attraction activities.

2. Involving Woman In Implementation Decision

Women's participation in tourism development is a tourism endeavor or activity undertaken to realize plans or programs implemented in the Takpala and Monbang Traditional Villages. The women's group in Takpala Traditional Village uses the planning as an opportunity to improve and develop themselves through their skills in the tourism sector, thereby increasing their dignity and reducing poverty. On the other hand, it can also build women's confidence in participating in the tourism sector.

The women's group who are the main drivers in developing cultural tourism destinations who develop themselves in *the Japura Studio* have had a positive impact in improving number of tourist visits. In the implementation process, women's groups are ready to accept the power that involves the organization and system values. Organization (*Studio Japura* And group weaving) Which Already become place for women to participate with their abilities in managing businesses, especially in the tourism sector.

Steps will be taken to improve economic, social, and cultural life. In implementing this, women must pay attention to the values of the cultural system that must be adhered to, namely when there are visits by local or foreign tourists who come to visit the Takpala Traditional Village, the women's group is obliged to provide accommodation and provide food and drinks for tourists, and when their visit is over, women are prohibited from asking for food. payment for accommodation services and provision of food and drinks, things This is because

the traditions and local life of the ancestral heritage are adhered to and respected. On the other hand, they have been taught that every visitor who comes is family.

Based on the research results above, it can be concluded that the implementation of planning carried out by women's groups was carried out in a together based on decisions and respecting the regulations established by the traditional leader. Meanwhile, the implementation in the Monbang Traditional Village carried out by the women's group only focuses on the weaving process and tourist attractions because the program planned by community leaders, traditional elders, and the head of the *Ehengluhu Studio* is carried out by men, so it can be said that the process of implementing the tourism development program is carried out by men. The members of the *Ehengluhu Studio* are determined by the *Studio Chairperson*, as can be seen in Table 4.5.

Based on this, it can be concluded that women's participation in Takpala and Monbang Traditional Villages is passive in planning. However, they are quite active in implementing the development of cultural tourism destinations in both villages, where they form teams. involved in their respective expertise on the other hand women also provide labor, expertise, participation in goods and money in the *Sanggar group* so that, this is the same as the findings of Notoatmodjo (2014) who said that group participation includes participation in the form of thoughts, energy, expertise, participation in goods, and participation in money. This is the same as the implementation carried out by women's groups in Takpala and Monbang Traditional Villages who tend to provide labor, expertise, participation in goods according to their willingness to participate in the tourism sector.

The results of this study reinforce the findings of (Rizka et al., 2020), which suggest that women's participation in tourism development is manifested through involvement in tourism management through programmed activities, enabling women to maximize village resources and potential. This finding is consistent with research on women in Takpala and Monbang Traditional Villages, who participated in implementing programs determined by the village government. stakeholders.

3. Involving Woman In Supervision from Implementation

Controlling Supervision Decision is defined as the process determination achieved by measurement And correct to activity implementation And when need taking corrective action on implementation activities can run according to plan. Supervision is a strategy of community leaders, traditional elders and the head of the *Studio* in Takpala and Monbang Traditional Villages to increase women's participation in supervision, namely inviting women in Takpala and Monbang Villages to participate in tourism activities, in order to achieve the desired goals. Community leaders, traditional elders and the head of the *Studio* also involve several women in participating in supervision, thus community leaders, traditional elders and the head of the *Studio* know what obstacles are encountered. emerge during the implementation of tourism development so that it can be followed up.

The results of this supervision and monitoring can then be the basis for discussions in the deliberations in the Takpala and Monbang Traditional Villages. Women's participation in the development of cultural tourism destinations is quite good, women participate because of women's self-awareness, support from their families and hopes for tourism development in the Takpala and Monbang Traditional Villages, but the obstacle is the lack of participation and support from

the government so that women's desire to gain knowledge related to tourism development cannot run well because the government has programmed assistance in tourism development but has not been realized.

Based on research results regarding efforts to increase women's participation in tourism development is quite good. This can be seen from the participation of women in planning, implementation, and supervision, even though In planning, women are only involved in providing food and drinks in deliberation activities to discuss various programs that have been programmed, but they are happy to continue carrying out their duties.

Community leaders and traditional elders have made various efforts to increase women's participation through several things such as forming the head of *the Japura Studio* and *the Ehenghulu Studio* to be the head in managing the management of women's activities such as weaving groups, weaving, souvenir making, providing accommodation, providing food and drinks as well as cultural tourism attractions which are controlled by the head of *the Studio*.

The results of this study reinforce the findings of Perwita et al. (2020), who stated that in supervision, two parties monitor tourism village development activities and directly report the program's monitoring results so that they can be evaluated jointly. This finding echoes research that found that one of the women in Takpala and Monbang Traditional Villages participated in the supervision, along with community leaders, traditional elders, and the head of *the studio*, whose results were evaluated jointly.

CONCLUSION

1. Factors that encourage the level of women's participation in the village Traditional Takpala and Monbang have three factors that encourage women's self-awareness, family support, and women's hopes and desires. Meanwhile, factors that hinder the level of participation are: women in the traditional villages of Takpala and Monbang, namely the weak involvement of women, the lack of facilities and infrastructure to support women's activities in tourism and the patriarchal culture that is still held by the two tribes.
2. Efforts to increase women's participation in Takpala and Monbang Traditional Villages can be concluded that there are three efforts to increase participation, namely involving women in decision-making, involving women in implementing decisions, and involving women in monitoring the implementation. Women and community leaders, traditional elders, and the heads of *the Japura* and *Ehenghulu studios* plan and decide on work programs by involving them. women to convey their ideas. Implementing decisions, women run all programs which has been decided by men, in In this case, women only work in the tourism sector as implementers and managers. Supervision of the implementation of decisions, in this section the figures society, old customs and chairman *Japura Studio* and *Studio Ehenghulu* involves women to carry out assessments or see the *progress* of the programs that have been implemented

CONFLICT OF INTEREST

This research can contribute to the government in providing recommendations for the development of sustainable tourism and provide benefits

for authors and readers.

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